

1 Thomas D. Rutledge (SBN 200497)
2 Attorney-at-Law
3 16956 Via de Santa Fe, Suite 1847
4 Rancho Santa Fe, California 92091-4606
5 Telephone: (619) 886-7224
6 thomasrutledgelaw@gmail.com

7 Attorneys for Plaintiff Colbourne (Cont. Next Page)

8
9 SUPERIOR COURT OF THE STATE OF CALIFORNIA

10 THE COUNTY OF SAN DIEGO

11 RAYNE DEALERSHIP WAGE AND) Judicial Council Coordination
12 HOUR CASES) Proceeding: No. 5420
13)
14 Colbourne v. Rayne Dealership) SUPERIOR COURT OF CALIFORNIA
15 Corporation) COUNTY OF SAN DIEGO NO.
16 Pulley v. Rayne Dealership Corporation) 25CU016047C
17)
18) SUPERIOR COURT OF CALIFORNIA
19) COUNTY OF SAN DIEGO
20) NO. 25CU025209C
21)
22) **DECLARATION OF IAN PANCER**
23) **ISO MOTION FOR PRELIM**
24) **APPROVAL -COLBOURNE V.**
25) **RAYNE DEALERSHIP**
26) **CORPORATION**
27) Judge: Hon. Katherine A. Bacal
28) Dept: C-63
Date: September 11, 2026
Time: 1:30 p.m.
[Decs. of Anthony Colbourne, Thomas
D. Rutledge and Joe Virgilio, [Proposed]
Order, MPA ISO Motion, and Not. of
Mot. filed concurrently herewith]

1 Ian Pancer (SBN 246600)
Joe Virgilio (SBN 344081)
2 Pancer Law Corporation
3 4603 Mission Blvd. Suite 220
San Diego, CA 92109
4 ian@sandiegolegal.net
joe@sandiegolegal.net
5 Telephone: (619) 955-6644
6 Facsimile: (619) 374-7410

7
8 Attorneys for Plaintiff Anthony Colbourne

9 **DECLARATION OF IAN PANCER**

10 I, IAN PANCER, declare and state as follows:

11 1. I am the counsel of record for the named Plaintiff, the putative Class, and
12 a quasi-attorney general for the State of California and Aggrieved Employees as their
13 designated proxy pursuant to the Private Attorney General Act (PAGA). As such, I
14 am fully familiar with the facts, pleadings, and history of this matter. The following
15 facts are within my own personal knowledge, and if called as a witness, I could testify
16 competently to the matters stated herein.

17 2. This declaration is submitted in support of Plaintiffs' Motion for
18 Preliminary Court Approval of a Class and PAGA Settlement.

19 **My Experience Handling Class and Representative Actions.**

20 3. I am experienced in wage and hour class action litigation.

21 4. I became a member of the State Bar of California in December 2006.

22 5. I focus my practice on prosecuting employment law claims on behalf of
23 employee-plaintiffs, and personal injury cases.

24 6. A very small amount of my practice is devoted to other matters.

25 7. I have personally represented hundreds of plaintiffs in individual
26 employment cases and over 100,000 (one hundred thousand) class members in class
27 actions.

8. I have been participating in, and approved as, class counsel, on class and representative cases since 2016 (earliest case filing date). I have been counsel of record in numerous putative class actions and Private Attorneys General Act (PAGA) cases. I have been appointed as class counsel in the following class action cases:

- *Don v. Penn, et al.*, San Diego County Superior Court case number 37-2016-00025005-CU-OE-CTL. (filed 2016)
- *Aniezue v. The Sherwin-Williams Company, et al.*, San Diego Superior Court case number 37-2020-00025415-CU-OE-CTL. (filed 2020)
- *Spurlock v. Perry Motors of National City, LLC, et al.*, San Diego County Superior Court case no. 37-2020-00007493-CU-OE-CTL. (filed 2020)
- *Smith v. DI Logistics, LLC, et al.* San Bernadino County Superior Court case no. CIVDS 2011469 (filed 2020)
- *Craft v. UAG Escondido M1, Inc., et al.*, San Diego County Superior Court case number 37-2021-00000982-CU-OE-CTL. (filed 2021)
- *Povarnitson v. Electronic Control Systems, LLC* San Diego County Superior Court case number 37-2021-00043575-CU-OE-CTL (filed 2021)

9. I believe the average recovery for the Settlement Class is very good in view of the facts of the case and particularly given the risks inherent in further litigation. The settlement is favorable given that members of the Settlement Class will be promptly compensated, rather than face uncertainties inherent in further litigation and waiting for years of litigation to ensue. Based on all considerations, I believe this settlement is highly favorable, fundamentally fair, adequate, and a reasonable resolution of disputed issues and is in the best interests of the Settlement Class.

Except as to those matters stated on information and belief, I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed August 17, 2026, at San Diego, California

/s/Ian Pancer

Declarant

PROOF OF SERVICE

STATE OF CALIFORNIA

COUNTY OF SAN DIEGO

I, Joe Virgilio, the undersigned, am employed in the County of San Diego, State of California; I am over the age of 18 and not a party to the within action; my business address is 4603 Mission Blvd., Ste 220, San Diego, CA 92109.

On August 17, 2026, I served the foregoing document(s) described as:

**DECLARATION OF IAN PANCER ISO PLAINTIFFS' MOTION FOR
PRELIMINARY APPROVAL OF CLASS ACTION AND PAGA
SETTLEMENT**

on the interested parties to this action by placing a copy thereof enclosed in a sealed envelope addressed as follows: **See Attached List.**

☐ **(BY MAIL)** I am readily familiar with the business practice for collection and processing of correspondence for mailing with the United States Postal Service. This correspondence was deposited with the United States Postal Service this same day in the ordinary course of business at our Firm's office address in San Diego, California. Service made pursuant to this paragraph, upon motion of a party served, shall be presumed invalid if the postal cancellation date of postage meter date on the envelope is more than one day after the date of deposit for mailing contained in this affidavit.

☒ **(BY E-MAIL via E-file)** I am readily familiar with the business practice for collection and processing of correspondence for emailing with the Court authorized third-party vendor. This correspondence was sent via email to the above recipients directly and via a third-party vendor pursuant to the vendor's policies and practices.

☐ **(BY PERSONAL SERVICE)** I caused such envelope to be delivered by hand to the offices of the above named addressee(s).

☐ **(BY FACSIMILE)** I caused such documents to be delivered via facsimile to the offices of the addressee(s) at the following facsimile number:

Executed August 17, 2026, at San Diego, California.

I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

/s/Joe Virgilio
Joe Virgilio

SERVICE LIST

VEDDER PRICE (CA), LLP
Michael A. Wahlander (SBN #260781)
mwahlander@vedderprice.com
1 Post Street, Suite 2400
San Francisco, CA 94104
Lauren E. Wertheimer (SBN #327900)
lwertheimer@vedderprice.com
1925 Century Park East, Suite 1900
Los Angeles, CA 90067

Attorneys for Defendant Rayne Dealership
Corporation

ARCH LEGAL, P.C.
Vilmarie Cordero (SBN 268860)
vcordero@archlegal.com
Nicholas Arcamone
akuner@archlegal.com
3555 Fifth Avenue Suite 200
San Diego, California 92103

Attorneys for Plaintiff David Pulley